



CONTRA COSTA COUNTY

AGENDA

Measure X Community Advisory Board

Roxanne Carrillo Garza, Chair
Rachel Rosekind, Vice Chair

Wednesday, February 26, 2025

5:00 PM

1025 Escobar St, Martinez

Zoom Link: <https://cccounty-us.zoom.us/j/85486222092>

Toll-free Telephone: USA 888-278-0254

Conference code: 3149674

Meeting ID: 854 8622 2092

MXCAB Operating Principles Document

[25-715](#)

Attachments: [MXCAB Operating Principles - rev 9.18.24](#)

Agenda Items: Items may be taken out of order based on the business of the day and preference of the Committee

1. Roll Call and Introductions
2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).
3. Receive and approve the Record of Action for the December 18, 2024 MXCAB meeting. [25-713](#)
Attachments: [ATTACHMENT - DRAFT Record of Action 12.18.24](#)
4. Receive Review Results Based Accountability (RBA) Presentation from Equity and Results, Ronak Okoye, Co-Principle and Facilitator. [25-714](#)
Attachments: [Measure X Community Advisory Board: Re Results Based Accountability Overview Presentation Slide Deck](#)
5. The next meeting is currently scheduled for March 19, 2025.
6. Adjourn

The Committee will provide reasonable accommodations for persons with disabilities planning to attend the Committee meetings. Contact the staff person listed below at least 72 hours before the meeting. Any disclosable public records related to an open session item on a regular meeting agenda and distributed by the County to a majority of members of the Committee less than 96 hours prior to that meeting are available for public inspection at 1025 Escobar St, Martinez, during normal business hours. Staff reports related to items on the agenda are also accessible online at www.contracosta.ca.gov. If the Zoom connection malfunctions for any reason, the meeting may be paused while a fix is attempted. If the connection is not reestablished, the committee will continue the meeting in person without remote access. Public comment may be submitted via electronic mail on agenda items at least one full work day prior to the published meeting time.

For Additional Information Contact:

Jessica Shepard

(925) 655-2049

Jessica.Shepard@cao.cccounty.us



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-715

Agenda Date: 2/26/2025

Agenda #:

Advisory Board: MEASURE X COMMUNITY ADVISORY BOARD
Subject: Operating Principles Document (Attached for Reference Only)

Information:

On September 18, 2024, the Measure X Community Advisory Board updated and adopted the attached Operating Principles Document, following extensive discussion at the August 21, 2024 MXCAB Retreat meeting. The document is attached for reference and will be posted in the meeting room.

Measure X Community Advisory Board

Operating principles

VISION STATEMENT

Contra Costa County will have the necessary funds to invest in and sustain a robust system of care and the social and public services necessary to support a vibrant community and ensure that all county residents have equitable opportunities to thrive.

OPERATING PRINCIPLES

Assumptions and commitments that inform our work together:

1. Shared responsibility to practice the values of equity, justice, inclusion and compassion.
2. Sustaining a strong social safety net is important for the health and prosperity of all.
3. Investments will prioritize prevention as well as addressing current system gaps.
4. Investments will help leverage other funding sources when feasible.
5. Needs and issues are intersectional and interconnected. Think about needs and services from the point of view of residents.
6. Name inequities and disparities, and be specific in naming and recognizing those who are most harmed by them, especially Black and Latinx residents. Additional areas of focus include residents with mental health needs, indigenous people, Asian American/Pacific Islander American residents, seniors, disabled people, children and youth (prenatal to adult), immigrants, unsheltered and homeless residents, rural communities, LGBTQ+ residents, and poor people.
7. Economic opportunity and equity are at the heart of our purpose.
8. Seek transformative solutions, in addition to filling current service gaps.
9. Fostering a culture of inclusion, welcoming, and belonging demonstrates our commitment to equity and will improve our work process and outcomes.

How we work together in meetings:

1. Empower the chair to lead successful meetings:
 - a. Use appropriate discretion in setting the agenda, including limiting the number of agenda items as needed to allow for depth of discussion.
 - b. Establish guidelines for how long individual members and the body as a whole can speak on a given issue/item.
 - c. Utilize methods to invite input from MXCAB members whose voices have not yet been heard on an item, such as round-robin input (in which each member is asked to weigh in).
 - d. Move the discussion along if it becomes too lengthy.
2. Commit to adhering to the following MXCAB member participation guidelines:
 - a. Come to meetings prepared (read the agenda packet).
 - b. Stay on topic; speak about the matter at hand.
 - c. Avoid repeating a point someone else has already made (or briefly agree).
 - d. Treat each other and all participants with mutual respect.
 - e. Practice active listening; be curious; seek to understand.
 - f. Assume good intention, while accepting and encouraging accountability for impact.
3. Center community voices
 - a. Set time limits for individual MXCAB members' comments and/or for members' comments as a group on a particular agenda item, in order to reserve ample time for public comment.
 - b. Adjust public comment time limit for each agenda item as needed, e.g., if there are a lot of public speakers (while recognizing that we must allow every speaker the same amount of time on each agenda item).

Other strategies to support inclusive and productive meetings:

- Inclusion and access:
 - Explore ways to provide interpretation for languages beyond Spanish and ASL. (We noted this should be accompanied by sustained outreach to the communities/residents who speak a particular language, to encourage and welcome them to participate.)
 - Support the accessibility needs of all participants beyond language inclusion, such as technical support and visual/audio support.
- Onboarding & support for new MXCAB members:
 - Create and maintain a robust onboarding process, including key background materials from the 8/21 retreat packet.
 - Implement a buddy system to mentor new members.
- Clarify key roles

- Identify MXCAB member roles & volunteer opportunities (e.g., establishing a position of MXCAB archivist).
- Clarify MXCAB staff roles and expectations.
- Create an annual Measure X timeline that describes key upcoming dates and decision points.



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-713

Agenda Date: 2/26/2025

Agenda #: 3.

Advisory Board: MEASURE X COMMUNITY ADVISORY BOARD
Subject: Receive and Approve Record of Action for December 18, 2024 Meeting

Information:

Receive and approve the Record of Action for the Measure X Community Advisory Board (MXCAB) meeting held December 18, 2024.

County Ordinance requires that each County body keep a record of its meetings.

Attached for the Measure X Community Advisory Board's information and review is the draft Record of Action for its December 18, 2024 meeting.

Recommendation(s)/Next Step(s):

Receive and approve the Record of Action for the Measure X Community Advisory Board meeting, held December 18, 2024.



Meeting Minutes - Draft

CONTRA COSTA COUNTY Measure X Community Advisory Board

Roxanne Carrillo Garza, Chair
Rachel Rosekind, Vice Chair

Wednesday, December 18, 2024

5:00 PM

1025 Escobar St, Martinez

<https://cccouny-us.zoom.us/j/88017789738>

or dial:

USA 888 278 0254 US Toll-free
Conference code: 832395

1. Roll Call and Introductions

Present

Sam Alley, Steven Bliss, Jontae Clapp, Gigi Crowder, Lishaun Francis, Roxanne Carrillo Garza, Mark Miller, Mariana Moore, Omar Rascon, Willie Robinson, Rachel Rosekind, Pello Walker, and Patrick Walsh

Absent

Nancy Benavides, Kathryn Chiverton, Jim Donnelly, Gene Jackson, Odessa Lefrancois, Nishi Moonka, Natalie Oleas, and Susana Thompson

Non-voting

Joseph Grupalo

2. Public comment on any item under the jurisdiction of the Committee and not on this agenda (speakers may be limited to two minutes).

There were no requests for public comment.

3.

Attachments: [2024.11.20 Draft Record of Action](#)

The record of action was approved as received.

4.

Attachments: [MXCAB Memo re November 12 Joint Meeting](#)

The MXCAB reviewed and discussed their draft memorandum to the Board of Supervisors. Steven Bliss motioned for the MXCAB to send the memo to the Board as is, except for one change to request discussion and response by the Board of Supervisors during the first quarter of 2025. The motion was seconded by Omar Rascon, with a friendly amendment to include a recommended template for departmental reporting. The motion failed with 8 yes votes, 2 no (Walker, Walsh), and 1 abstention (Robinson). After further discussion, Patrick Walsh motioned to incorporate the recommendations of the prior motion, and rewrite the memo in the active voice at the discretion of the editor (Rachel Rosekind). Willie Robinson seconded the motion and it passed 10 yes - 1 no (Walker). Public comment was received by

one member of the public.

5.

Attachments: [Results Based Accountability - A Roadmap for Program Performance
Equity Results Overview](#)

The Chair reviewed the attachments for Results Based Accountability, followed by discussion by the MXCAB. There were no requests for public comment.

Adjourn

The meeting adjourned at 6:36 PM.

DRAFT



CONTRA COSTA COUNTY

1025 ESCOBAR STREET
MARTINEZ, CA 94553

Staff Report

File #: 25-714

Agenda Date: 2/26/2025

Agenda #: 4.

Advisory Board: MEASURE X COMMUNITY ADVISORY BOARD
Subject: Results Based Accountability Presentation
Presenter: Ronak Okoye, Equity and Results Co-Principle and Facilitator

Information:

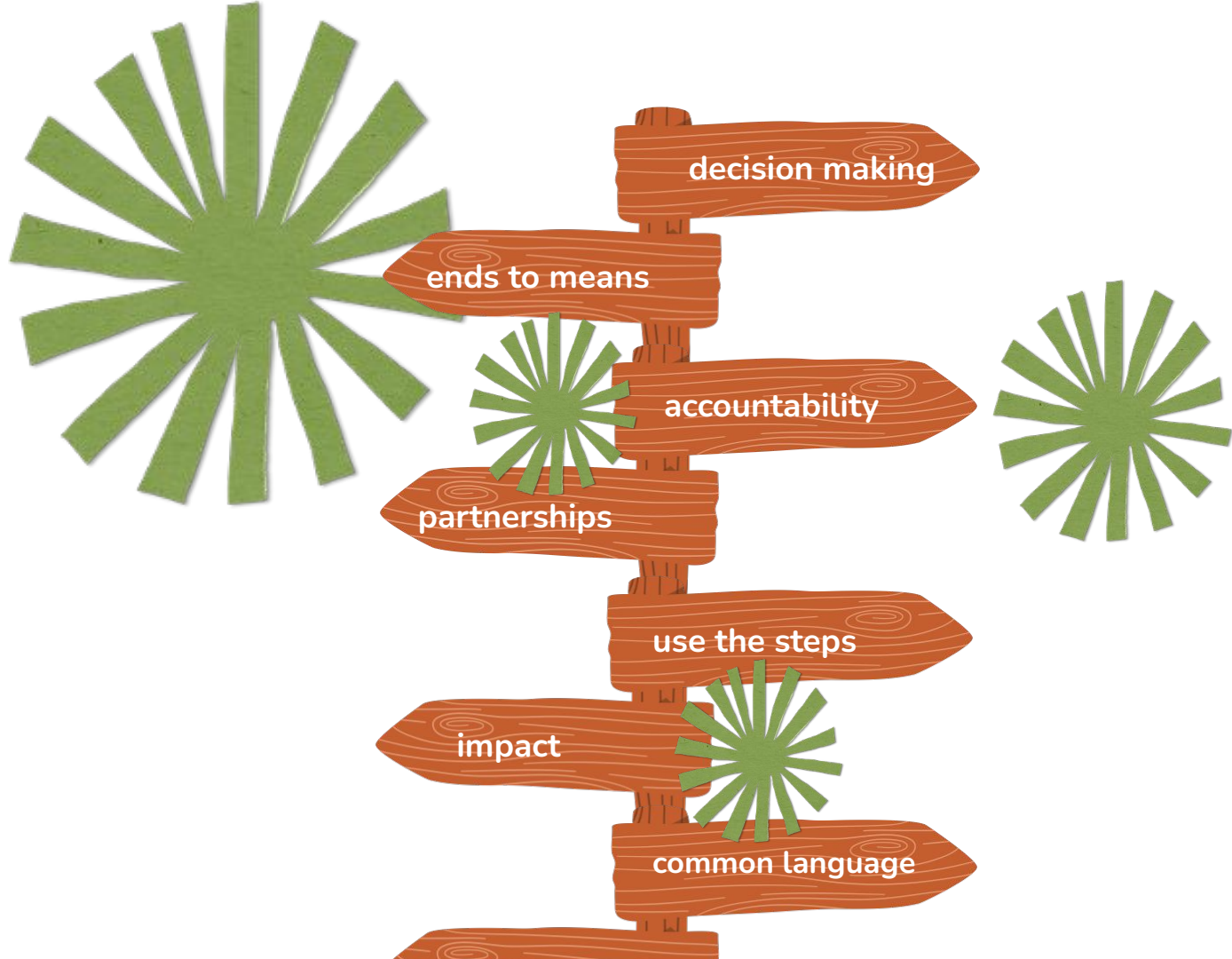
The MXCAB invited Ronak Okoye, Co-Principle and Facilitator with Equity and Results, to provide a presentation on Results Based Accountability.

The MXCAB formed a Results Based Accountability workgroup in January 2025. The workgroup held their first meeting on January 30, 2025. This overview presentation will provide the MXCAB with further information on Results Based Accountability.



**Contra Costa County
Measure X Community Advisory Board
RE-Results Based Accountability Overview**

February 26th, 2025



Population Level

Result(s): Condition(s) of well-being for people

Indicators

Root Causes

Performance Level

programs

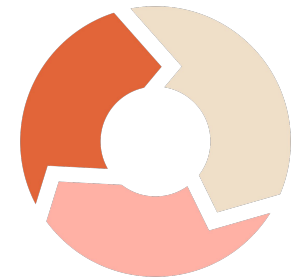
policies

functions

whole org

better off measures

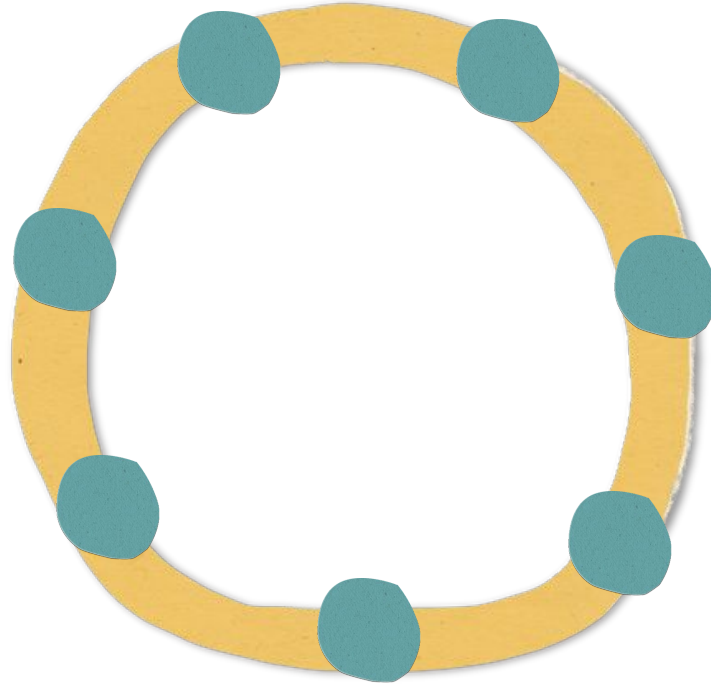
RBA is made up of interactive cycles



accountability

we need tools... but we need to
wield them responsibly

7 principles connecting racial equity foundations and impact driven work



real relationships that can tolerate conflict for impact

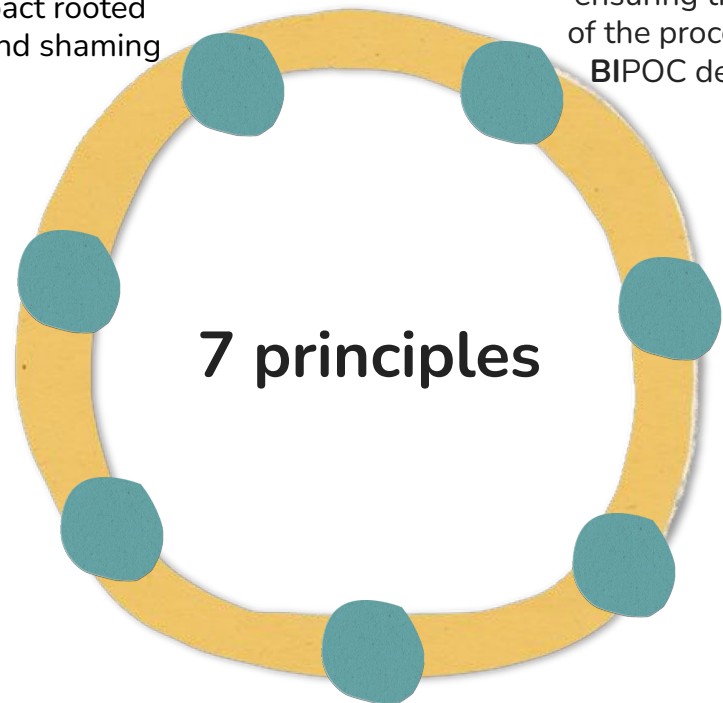
relationships built for racial equity impact rooted in trust, rather than naming, blaming, and shaming when things go wrong

understanding and designing for root causes

design strategies to address root causes to powerfully interrupt and build new foundations

organization self-reflection

a reflective process that doesn't "prove" or blame BIPOC communities/staff for our **institutional** failures and structural designs



data informs practice to prevent harm

data is used consistently to inform practice - **not knowing is harm**

participatory practice

ensuring that power is accounted for and all parts of the process are designed and implemented with **BIPOC** decision-making at the center - "nothing about us without us"

paying attention to data culture

transforming the usual **punitive data culture** to a learning and use culture

sharing data/data ownership

data is owned by and shared with impacted BIPOC for trust, transparency and effective design

THE ORGANIZATIONAL ONION

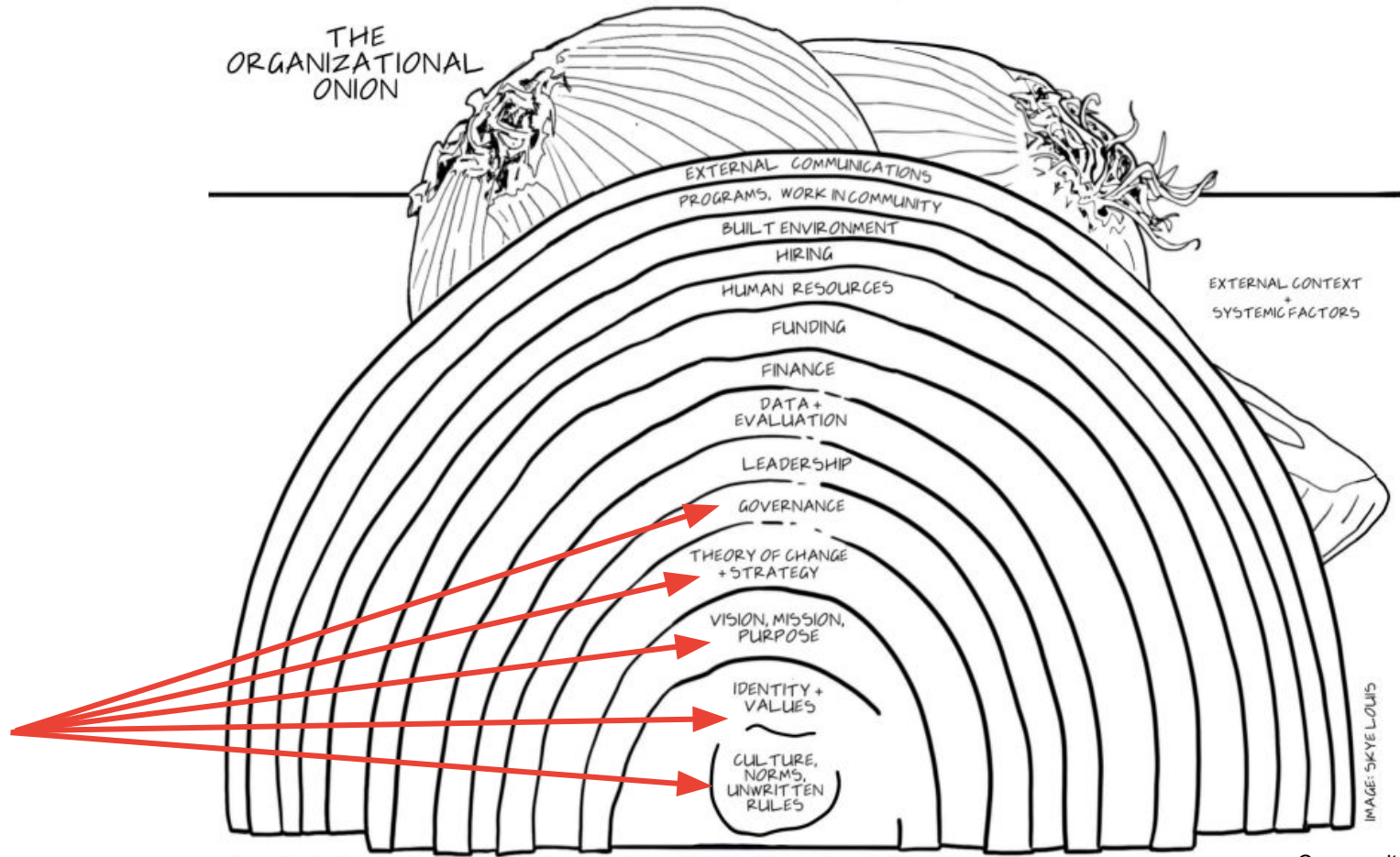
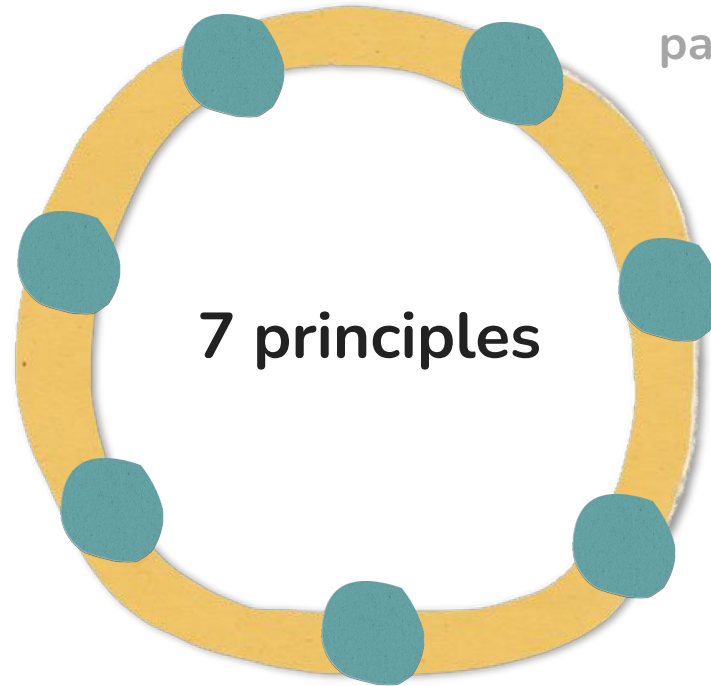


IMAGE: SKYE LOUIS

understanding and designing for root causes

design strategies to address root causes to powerfully interrupt and build new foundations

organization
self-reflection



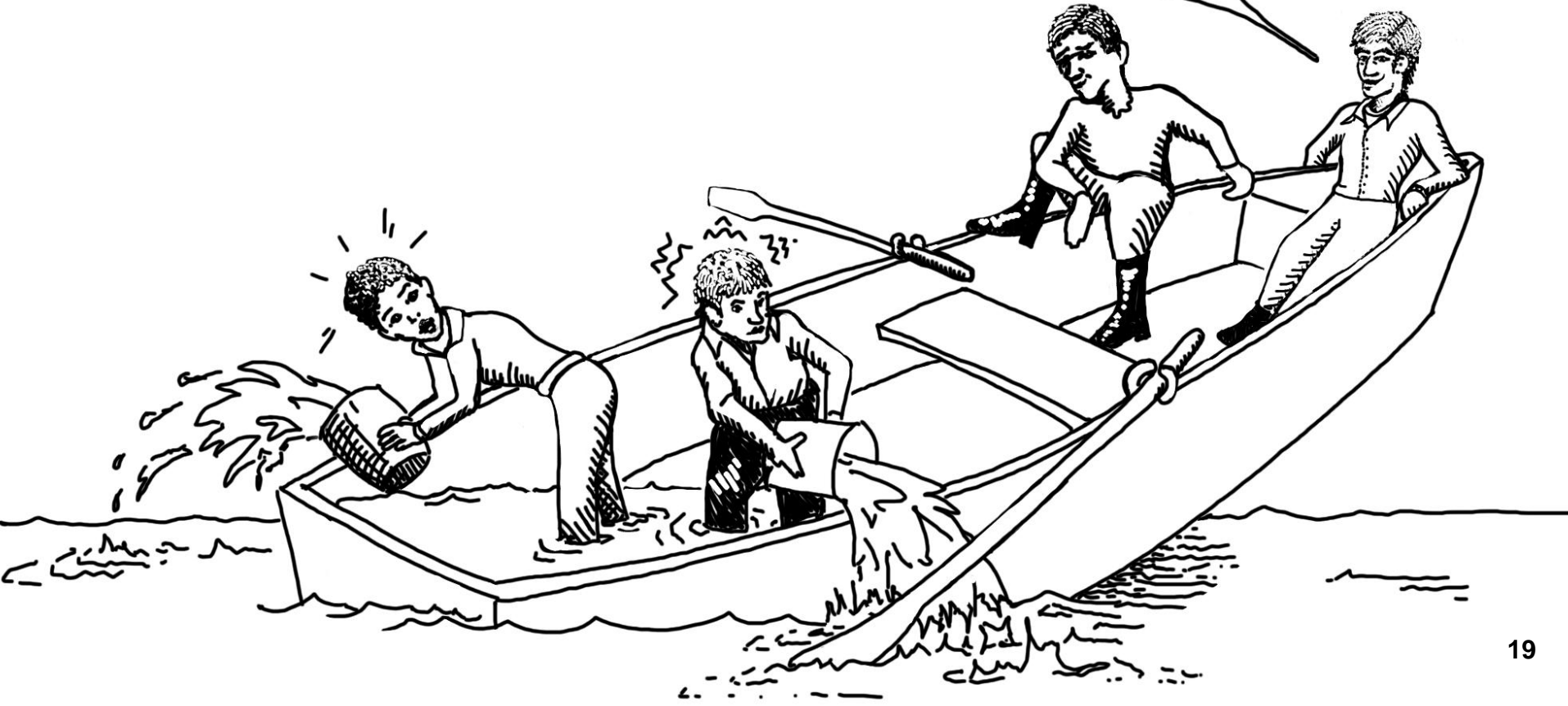
participatory practice

paying attention to
data culture

sharing data/data
ownership

data informs practice to
prevent harm

Sure glad the hole isn't at our end.

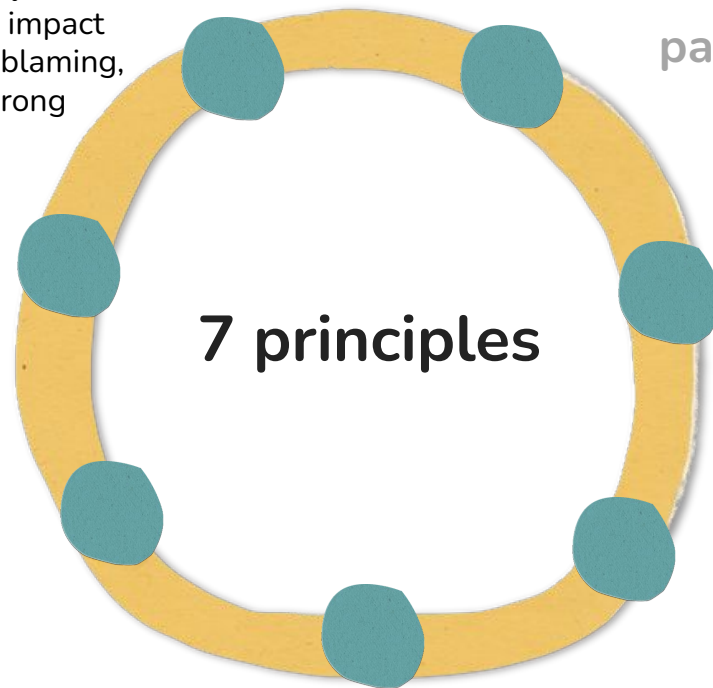


real relationships that can tolerate conflict for impact

relationships built for racial equity impact rooted in trust, rather than naming, blaming, and shaming when things go wrong

understanding and designing for root causes

organization self-reflection



participatory practice

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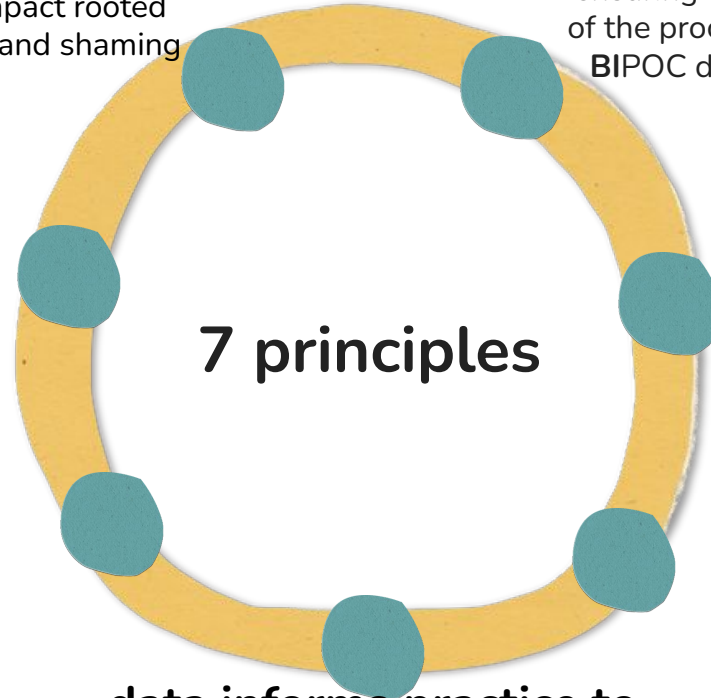
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**what is Racial Equity centered
Results-Based Accountability (RE RBA)?**

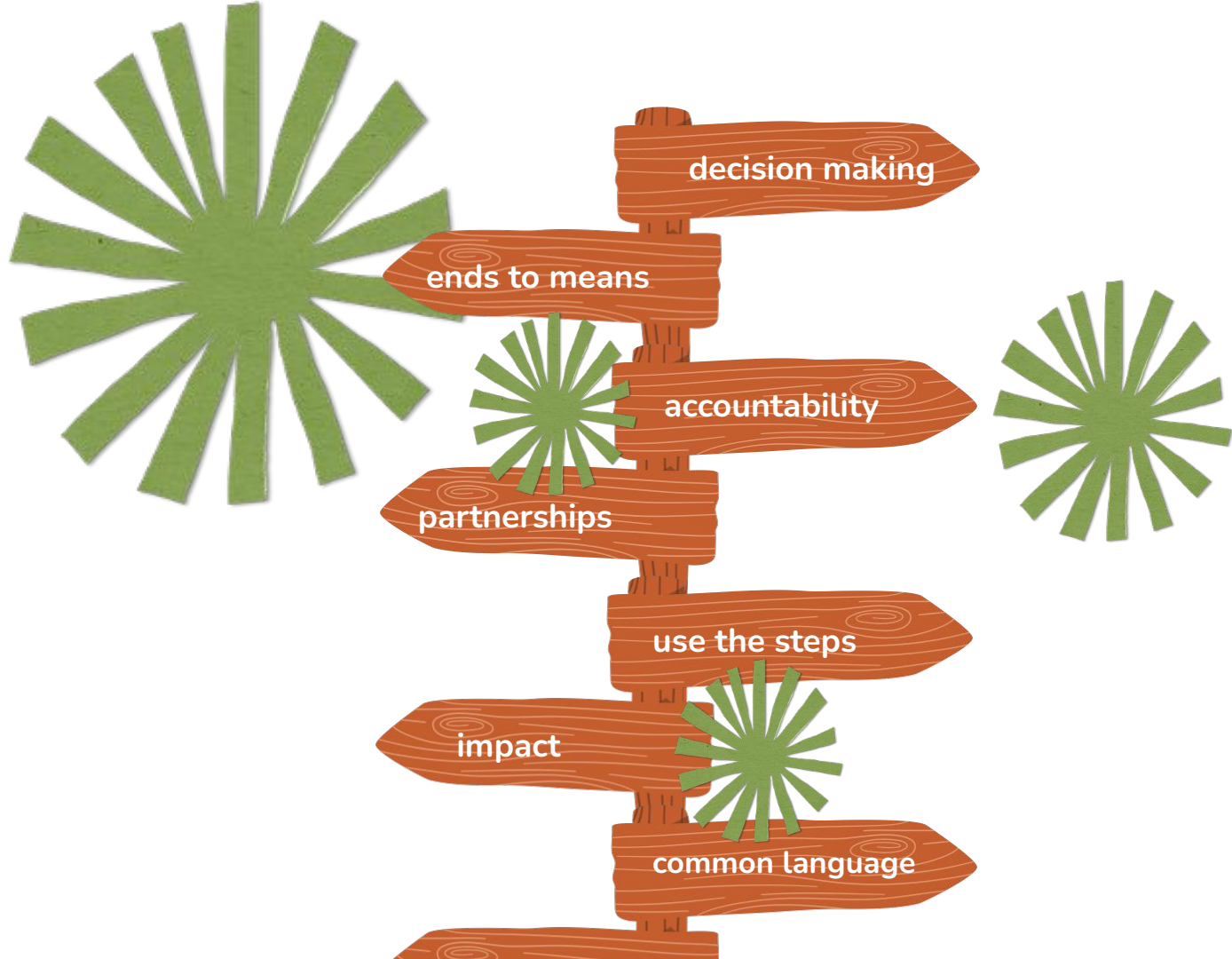
zoom out

learning loop



praxis (reflection/action)

people come together in dialogue in order to critically reflect upon their reality and then act together upon their environment and so transform it through further action and critical reflection.



decision making

ends to means

accountability

partnerships

use the steps

impact

common language

Population Level

Result(s): Condition(s) of well-being for people

Indicators

Root Causes

Performance Level

programs

policies

functions

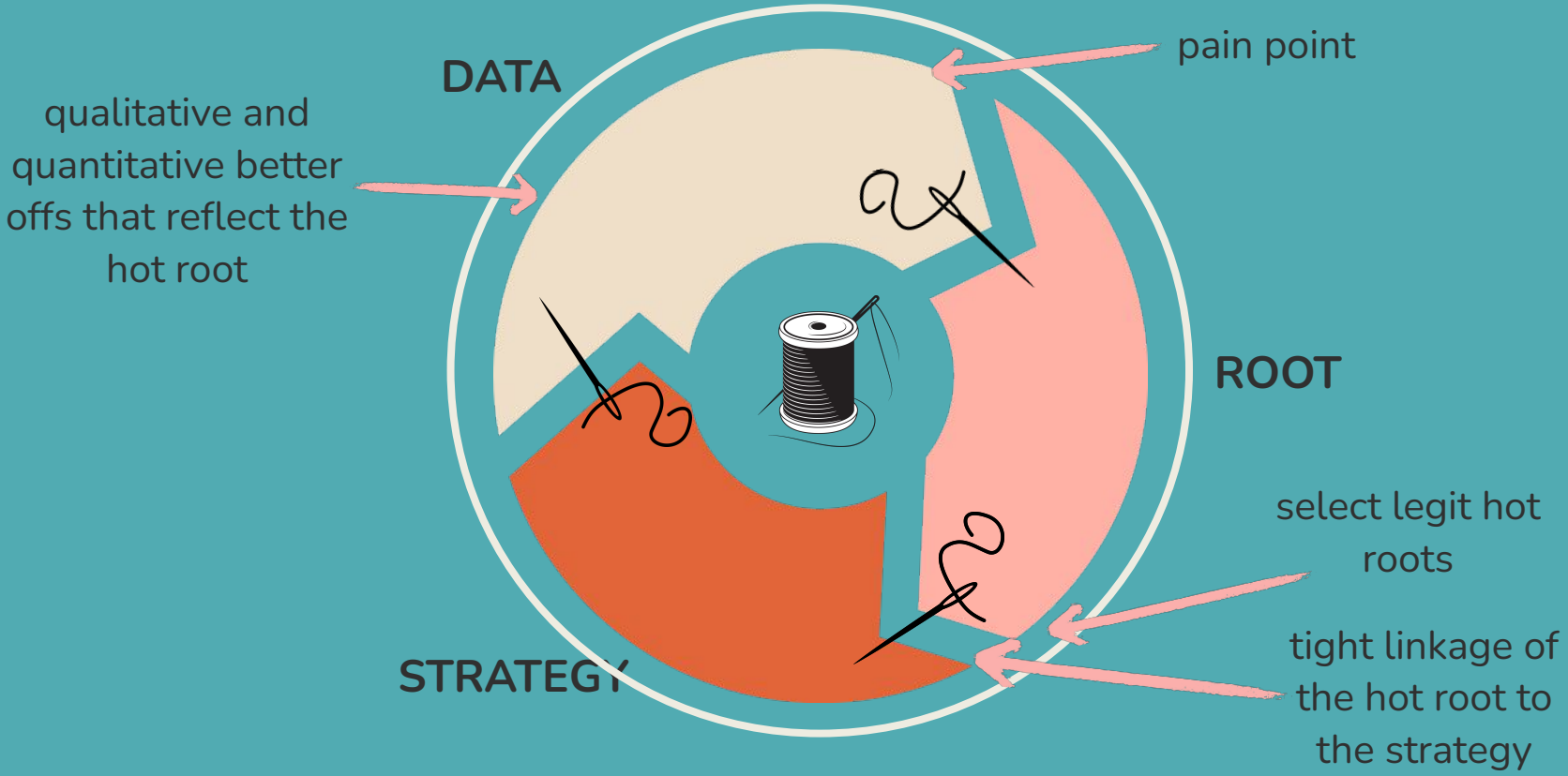
whole org

better off measures

RBA is made up of interactive cycles



7 principles of racially equitable impact



steps of Racial Equity-centered RBA

7 Questions of Population Accountability	7 Questions of Performance Accountability
<p>1 What condition of well-being do we want for our community (results)?</p> <p>2 What would these conditions look like, feel like, taste like if we achieved them?</p> <p>3 What measures can we use as a proxy to quantify these conditions (indicators)? What is the data source?</p>	<p>1 Who/what does the strategy aim to impact directly (client) - may be multiple?</p> <p>2 How can we measure the impact/"better off" of the strategy?</p> <p>3 How can we measure the quality and quantity for the strategy?</p> <p>Implementation begins: steps, tactics, timeline, budget</p>
<p>4 How are we doing on the indicators (broken down by race) and what are the root causes? What are the "hot" roots?</p> <p>5 What could we do to address the "hot" roots selected (brainstorm, internal and external)?</p> <p>6 Who are the partners with a role to play?</p> <p>7 What strategies do we propose to implement?</p>	<p>4 How are you doing on your better off measures? What are the roots of your performance?</p> <p>5 What could address the root cause(s) of the problem or strengthen the performance?</p> <p>6 Who are the partners you need and what is their role?</p> <p>7 What do you propose to do differently? And What will be needed?</p>

steps of Racial Equity-centered RBA

7 Questions of Population Accountability	7 Questions of Performance Accountability
<p>1 What condition of well-being do we want for our community (results)?</p>	<p>1 Who/what does the strategy aim to impact directly (client) - may be multiple?</p>
<p>2 What would these results look like, taste like if we achieved them?</p>	<p>2 How can we measure the impact/"better off" of the strategy?</p>
<p>3 What measure(s) is/are a proxy to quantify these results (indicators)? What is the data source?</p>	<p>3 How can we measure the quality and quantity of the strategy? Implementation begins: steps, tactics, timeline, budget</p>
<p>4 How are we doing on these indicators (broken down by race) and what are the root cause. What are the "hot" spots?</p>	<p>4 How are you doing on your better off measures? What are the roots of your performance?</p>
<p>5 What could we do to address the selected (brainstorm, prioritize)?</p>	<p>5 What could address the cause(s) of the problem or strengthen performance?</p>
<p>6 Who are the partners with a role to play?</p>	<p>6 Who are the people we need and what is their role?</p>
<p>7 What strategies do we propose to implement?</p>	<p>7 What do you propose to do differently? And what will be needed?</p>

zoom out

learning loop



THE ORGANIZATIONAL ONION

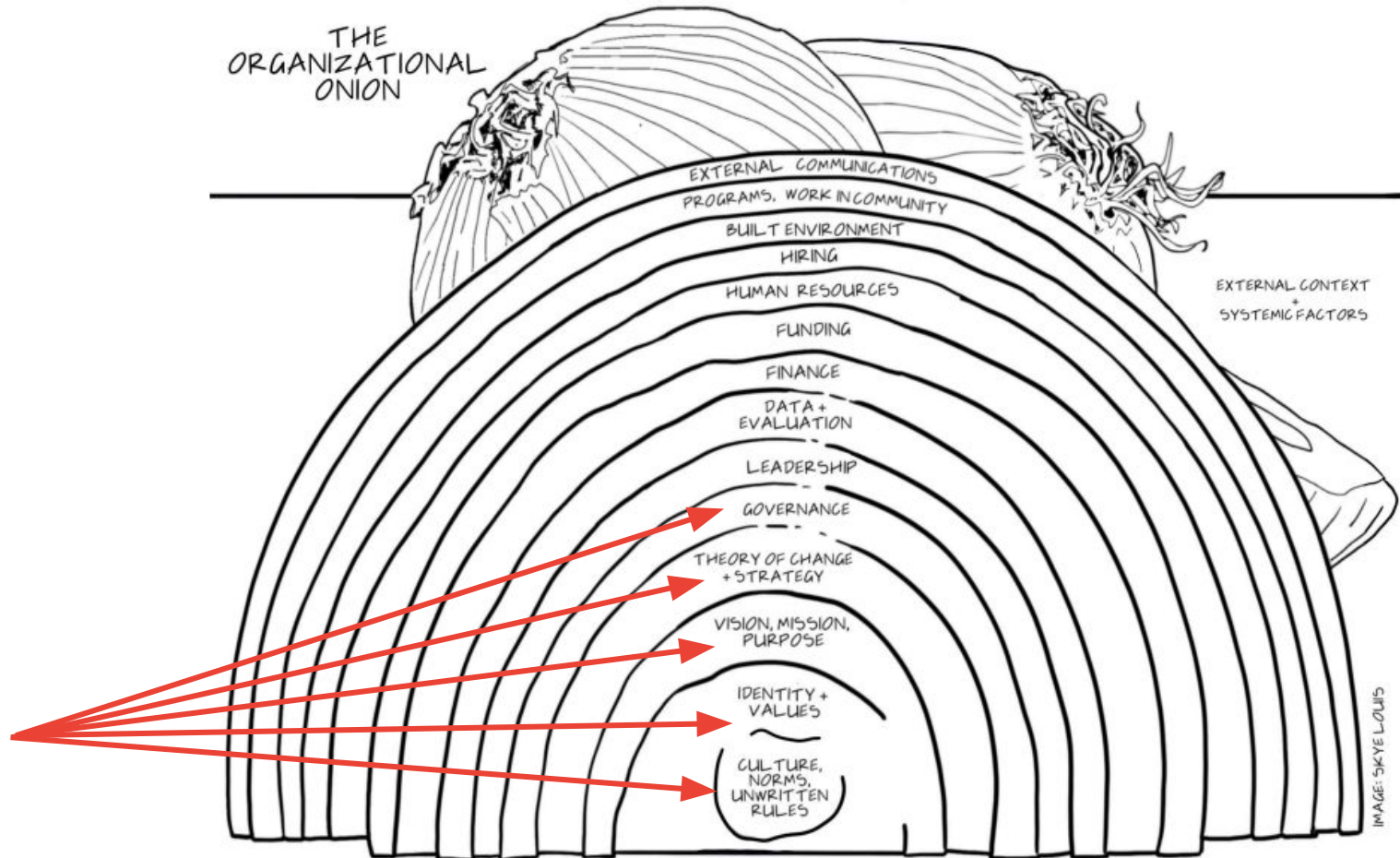
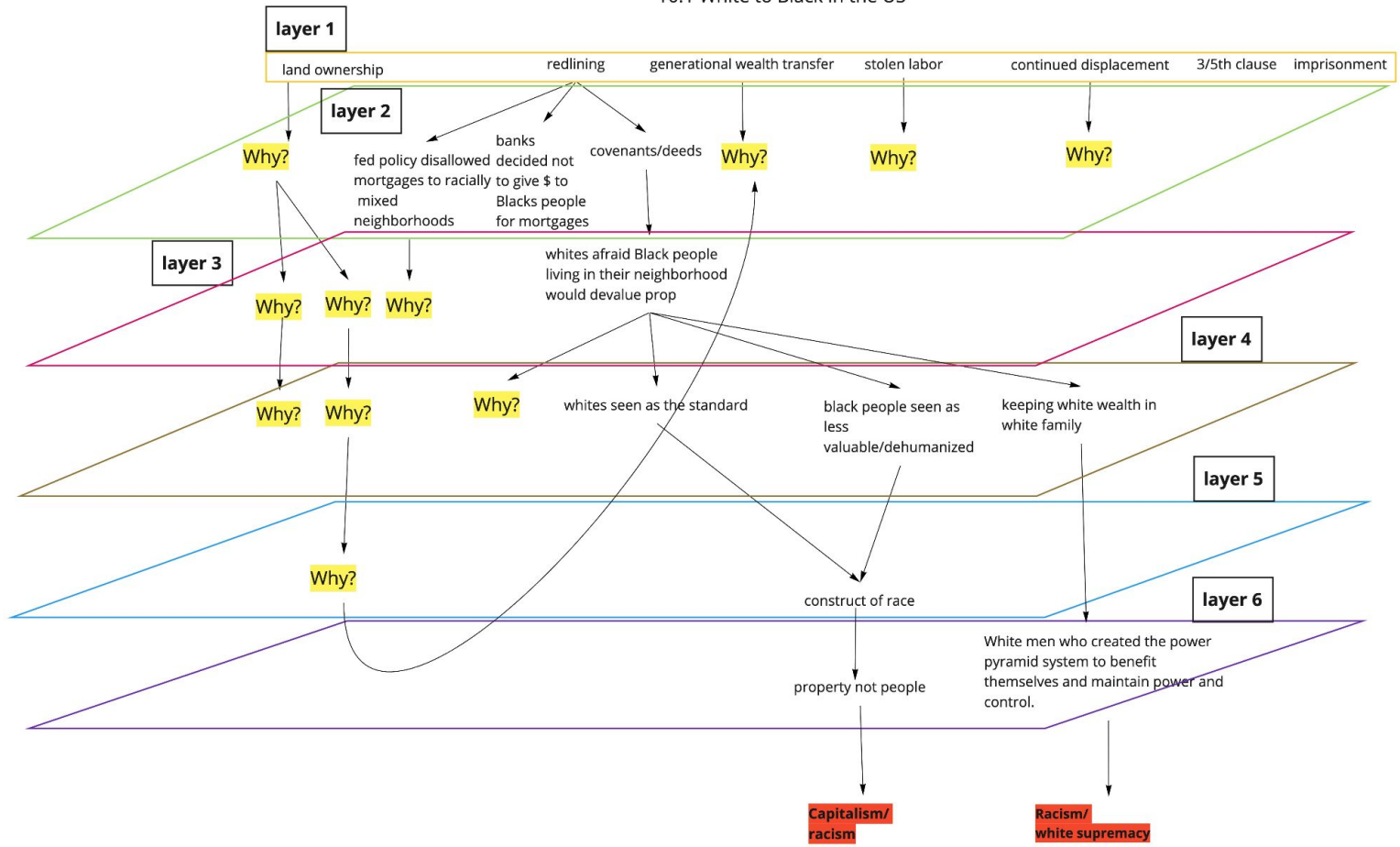
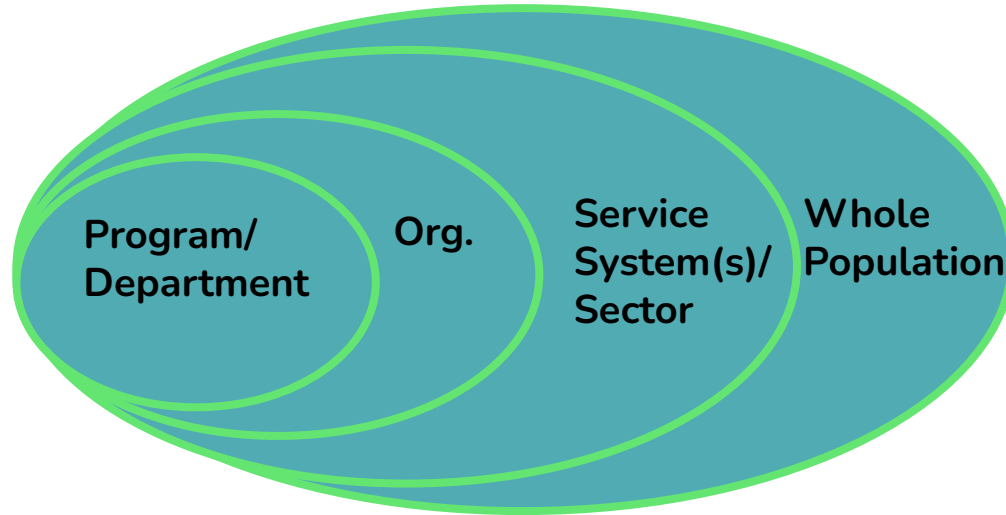


IMAGE: SKYE LOUIS

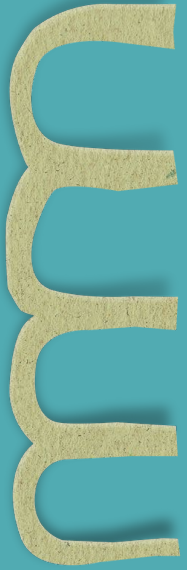
Result: All people in the US are free
 Indicator: % Wealth (broken down by race)
 10:1 White to Black in the US



parallel and connected processes



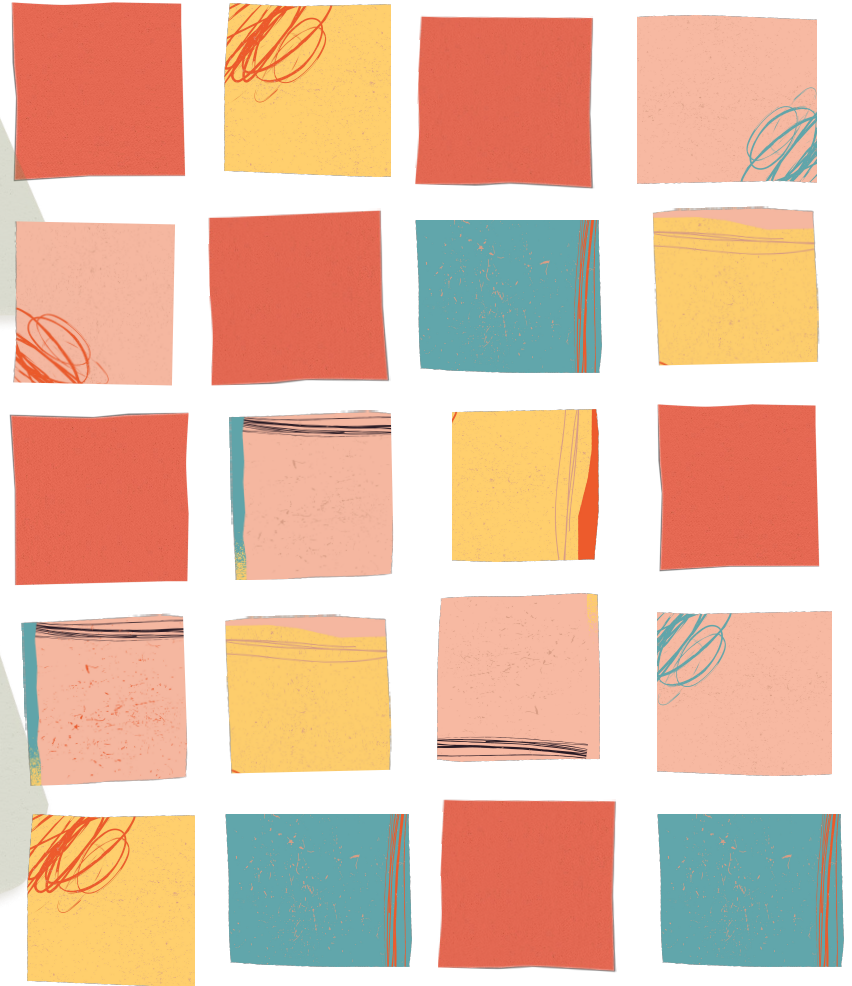
Internal and external roots connected to impact



strategies

Identifying Strategies

- Select a hot root
- Ask: how might we disrupt that hot root?
- ID many ideas (new and existing)
- If it's not clear, keep coming back to ask "how does it address the hot root?"



developing priority strategies (tied to hot roots and better offs)

- **racial equity values + impact:**
 - centered on BIPOC and designed with racial equity values
 - it will make a substantial difference
- **leverage:**
 - leverages your institution, its strengths and assets
 - clarity about additional resources needed to activate it
- **feasibility and reach:**
 - it's feasible
 - it will directly or indirectly reach BIPOC people
- **specificity:**
 - has clear activities and deliverables

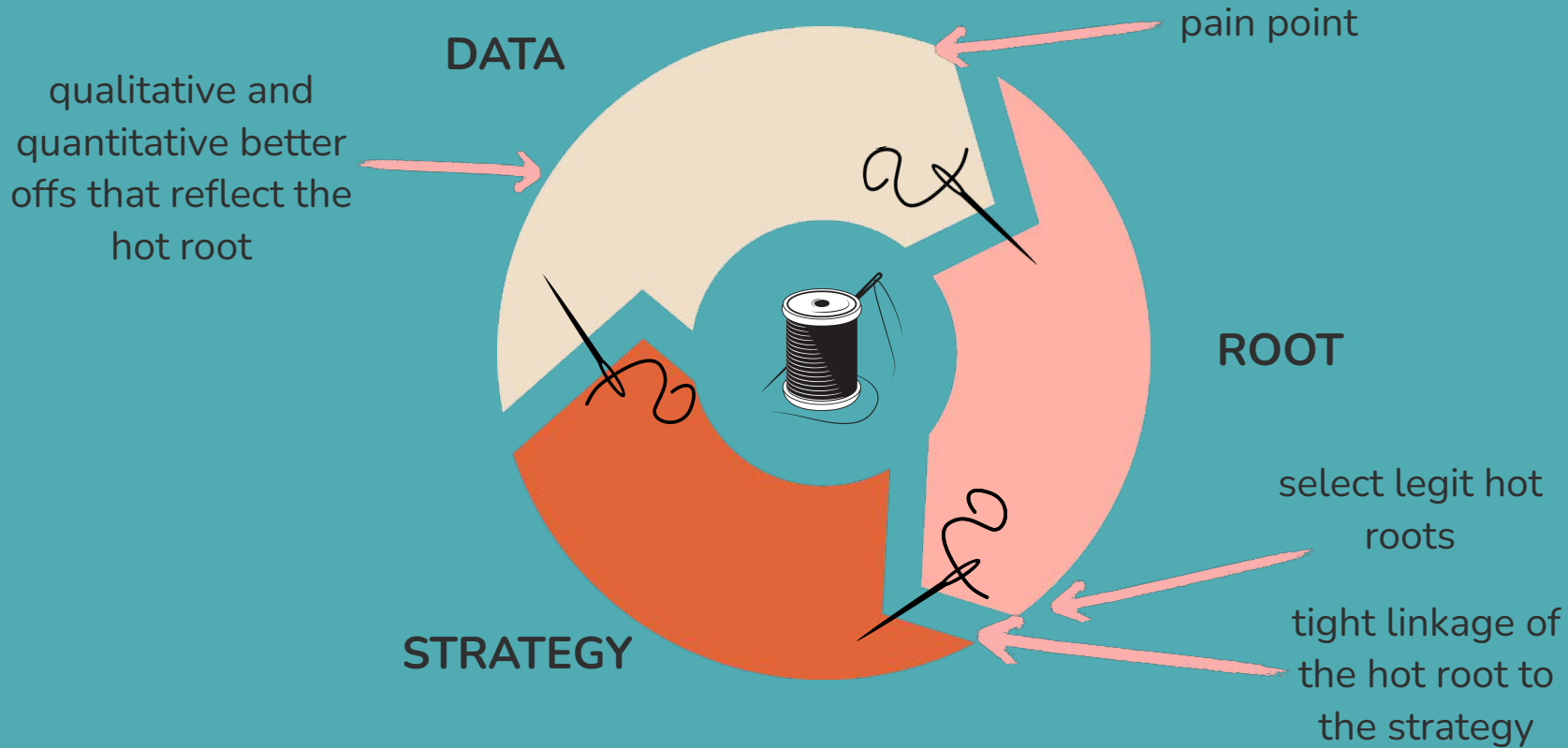
consider...

how do our
current ways of
doing work

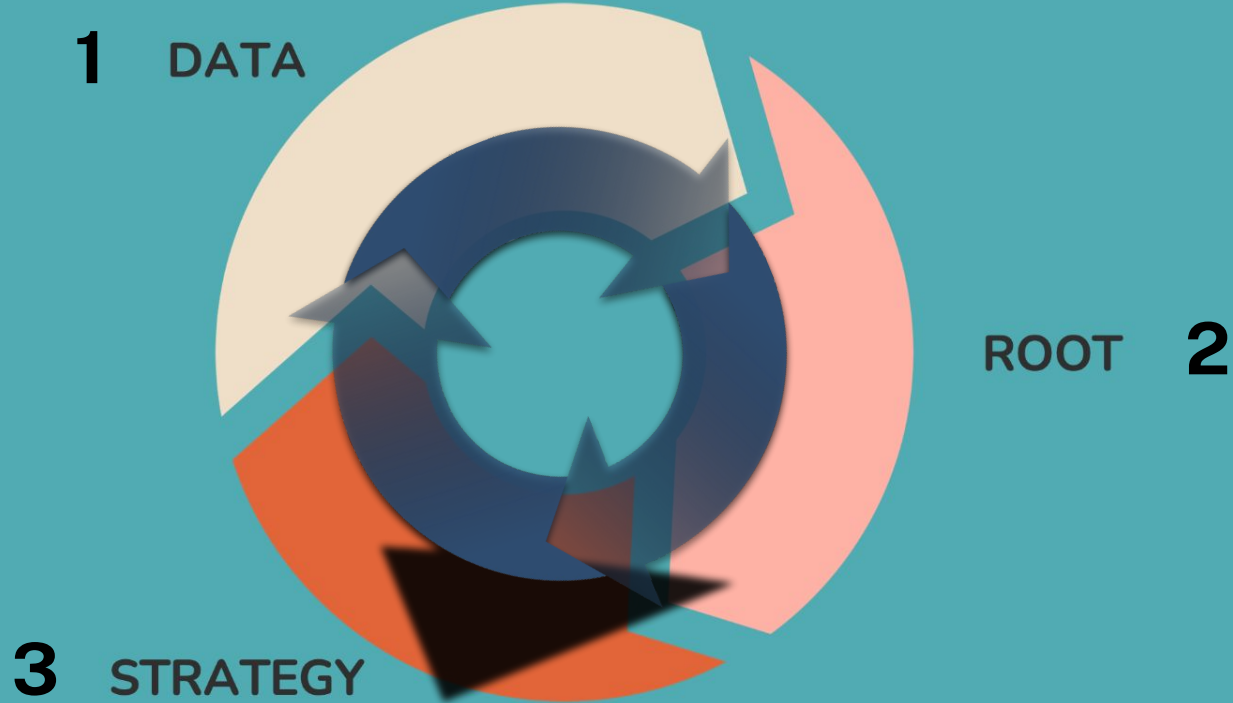
**MAINTAIN OR
REINFORCE** the
hot root?



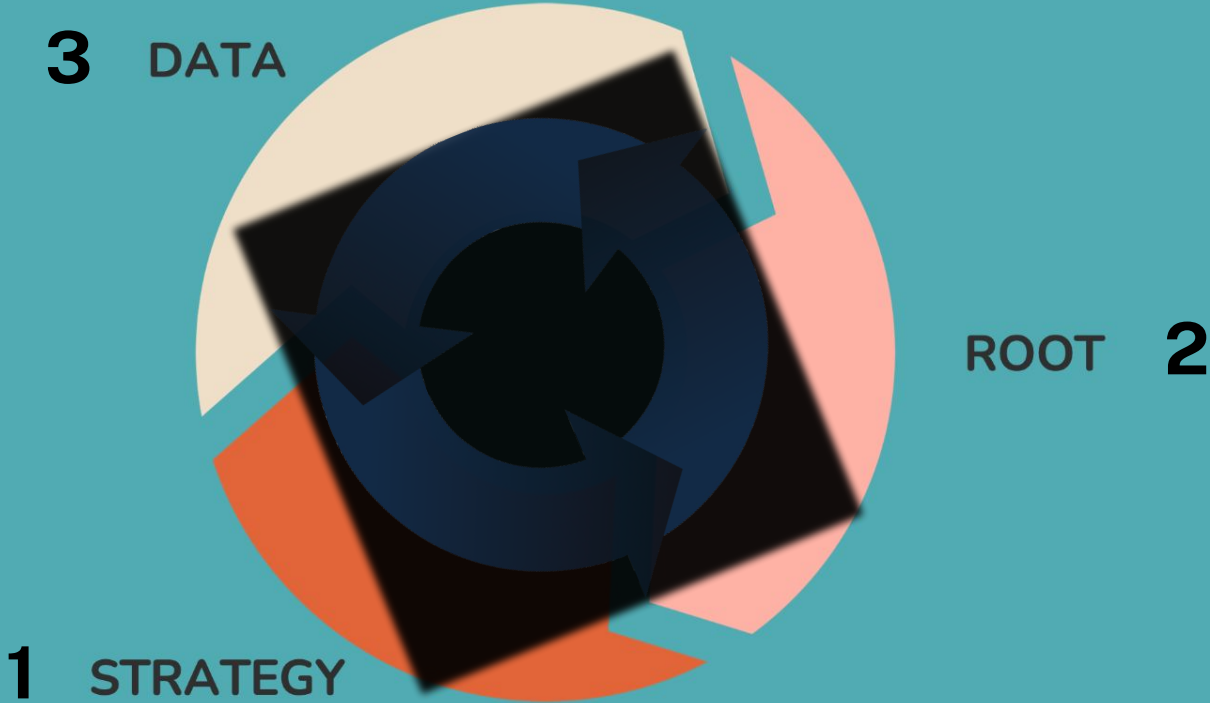
STRATEGY RE/DEVELOPMENT



learning loop



reverse loop





better off measures

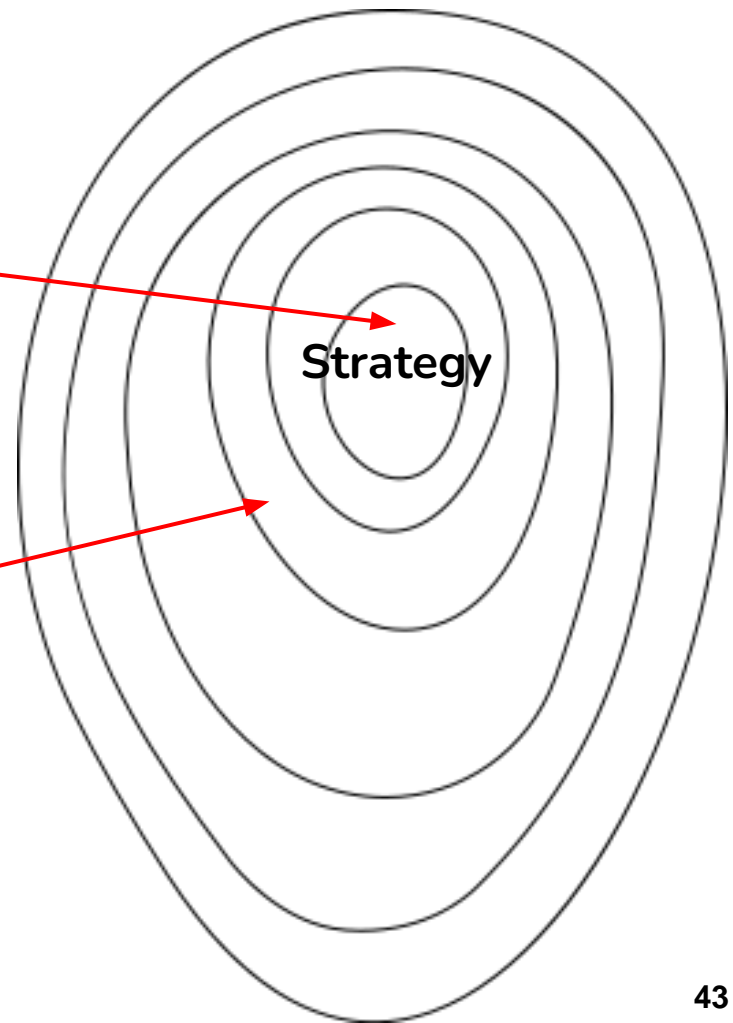
clients

primary clients

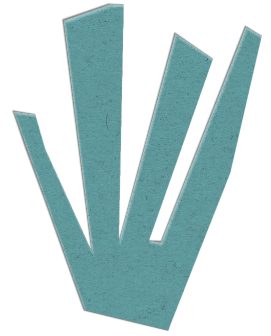
- internal staff/leadership
- local partners
- city government
- community members

secondary (and beyond?) clients

- corporations
- state agencies
- city residents



better off measures

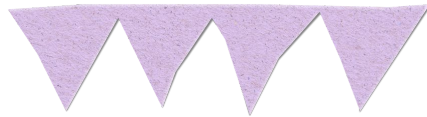


who/what is better off?

use these questions to help develop better off measures:

- how would i know if this strategy worked?
- what is the intended impact?
- how would i know that anyone was “better off” as a results of it/it made a difference

... and then determine *how* to measure it (data source and frequency)



Developing Performance Measures

How much did we do?

organizations/
people served

activities
(by type of activity)

How well did we do it?

% common measures

e.g. workload ratio, staff composition,
% staff fully trained/culturally competent
% services in language spoken

% activity-specific measures

e.g. % timely, % people
completing activity/ training
attendance rate, % correct and
complete

Is anyone better off?

#/% skills/knowledge

e.g. knowledge of how to start a small biz

#/% attitude/opinion

e.g. feel a sense of belonging at the Federal Reserve

#/% behavior

e.g. school attendance

#/% circumstance

e.g. jobs, in stable housing, staff of color retention rate

Population Level

Result(s): Condition(s) of well-being for people

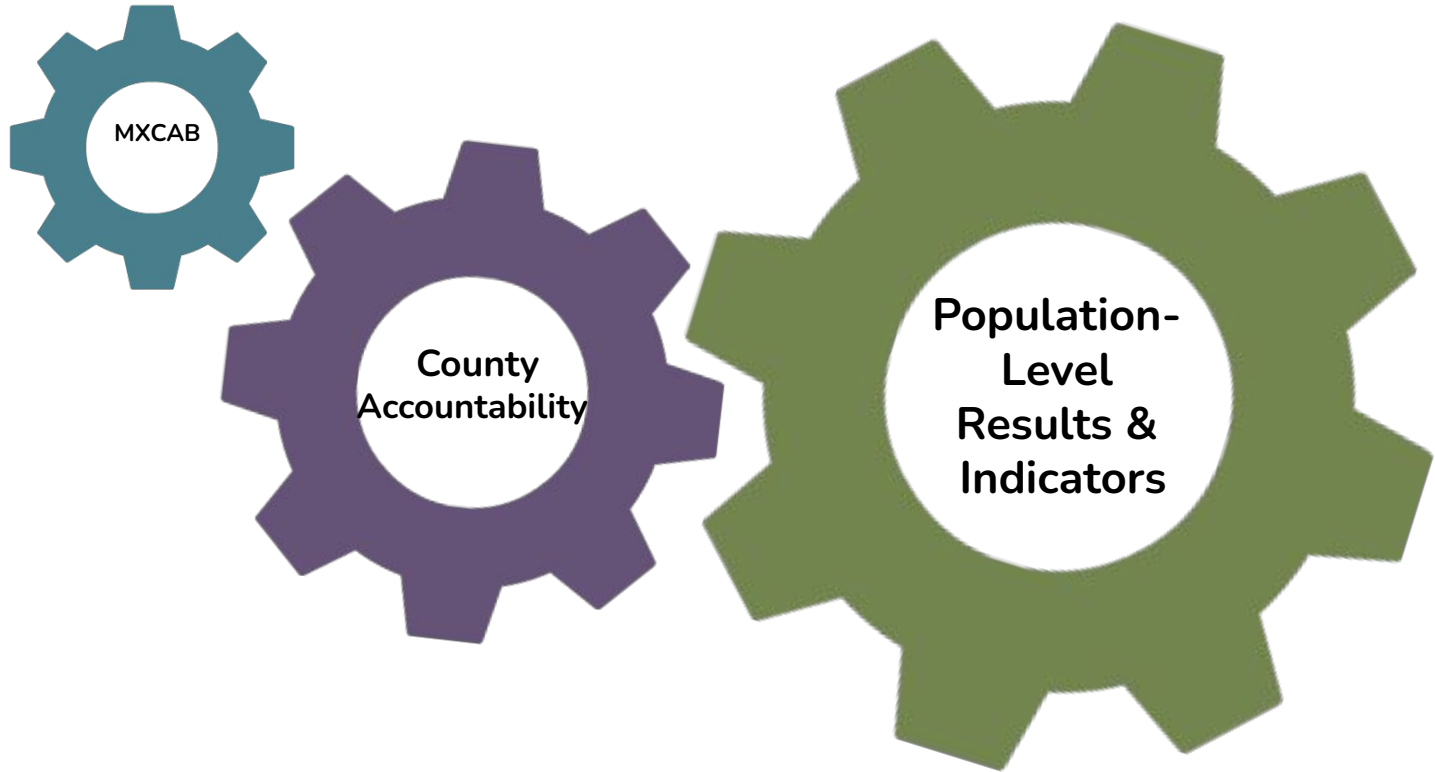


Performance Level

Programs Whole

Policy Functions org





Implementation Plan Overview- October 2023-July 2025

